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ABSTRACT

A study examined adults' attitudes and experience related to work and the selection of a career or job. Data were gathered through a telephone survey of a sample of 1,003 adults (659 employed either full- or part-time), 18 years of age and older, conducted in June and July 1999. The following areas were explored: current employment status; the need for help in the last year with selecting or getting a job; sources of help and information in selecting, changing, or getting a job; evaluation of availability and usefulness of information; use of job or career counseling; perceived need for more job training or education; future employment outlook; satisfaction with current job, reasons for leaving a job; how adults get started in a job or career; on-the-job assistance; experience of conflict between job and home; perception of discrimination in the workplace; and perception of globalization. Some of the key findings of the study were the following: (1) 9 percent of adults in the labor force reported needing help in making career plans or in selecting, changing, or getting a job; (2) 41 percent of employed adults reported they started in their job or career through a conscious choice and plan; (3) 80 percent of adults like their job very much or quite a bit; (4) 53 percent of adults say they will need more training or education to maintain or increase their earning power; (5) 29 percent say they experience a great deal or quite a lot of conflict between home and work; (6) most employed adults (73 percent) do not believe discrimination exists at their place of work; and (7) almost 40 percent of employed adults do not believe globalization will affect their job. (The report includes three technical appendixes explaining the survey, and detailed tabulation.) (KC)

NATIONAL SURVEY OF WORKING AMERICA

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Methodology

A sample of adults, 18 years of age and older, was drawn from among households in the continental United States with telephones. Interviews were conducted from June 19 to July 24, 1999. A sample of 1,003 adults ages 18 or older were interviewed.

The sampling error for the entire group is plus or minus three percentage points. Of the 1,003 adults surveyed, 659 were employed either full or part-time. The sampling error for this group is $\pm$ four percentage points. Some of the results are reported for employed adults, while others are reported for the entire group.

Introduction

The following report is based on the findings of a national survey of 1,003 adults, 18 years of age or older. The study examines adults' attitudes and experience related to work and the selection of a career or job. The study was conducted for the National Career Development Association by the Gallup Organization. The following areas were explored:

- Current employment status
- The need for help in the last year with selecting or getting a job
- Sources of help and information in selecting, changing or getting a job
- Evaluation of availability and usefulness of information
- Use of job or career counseling
- Perceived need for more job training or education
- Future employment outlook
- Satisfaction with current job, reasons for leaving a job
- How adults get started in a job or career
- On the job assistance
- Experience or conflict between job and home
- Perception of discrimination in workplace
- Perception of globalization

Overview of Key Findings

Career Planning and Information About Jobs

One in ten adults in the labor force (9%) reports needing help, in the past year, in making career plans or in selecting, changing or getting a job. Young adults, particularly those eighteen to twenty-five years of age, are more likely than older adults to report needing help in the job market. In addition, non-Whites are more likely than Whites to report they needed help in the past year.

Seven in ten adults (69%) report, if they were starting over, they would try to get more information about the job and career options open to them than they got the first time. Young adults are somewhat more likely than older adults to say they would try to get more information. In addition, those with less than a four-year college degree are more likely than college graduates to say they would try to get more information.

Asked to whom they would go for help in selecting, changing or getting a job, both those adults who needed help in the past and those who responded in terms of the sources of help they would use if needed, would use the same sources. Most frequently mentioned, by adults in the labor force, as sources of help in locating employment, are friends or relatives (42%). Almost as many (39%) would go to some type of career counselor.

Many adults used the print media and television (42%), some time in the past, to get information about jobs and careers. About one in six (16%) used a career information center in a college. The public library and Internet are each used by about one in eight. A third (35%) report using friends, relatives or associates.

Those who said information sources are available were asked to evaluate their usefulness. Opinion is divided between 44% who say available information is adequate and 47% who say it should be improved.

One in five adults (21%) report visiting a counselor or other career specialist to learn about possible career choices. Among adults eighteen to twenty-five years of age, 30% have visited a counselor for career information. A third (30%) saw a counselor at a college or university. One in eight (13%) saw a high school counselor, and 11% a counselor at a community college. Approximately one in ten adults (11%) report visiting a professional career counselor in a private practice.

A majority who received assistance report it was helpful. Thirty-six percent said the counselor was very helpful, and 47% somewhat helpful.

The Workplace

Many employed adults report they started in their job or career through a conscious choice and plan (41%). Relatives (10%) or friends (18%) were also influential. Deliberate planning is more characteristic of those with a college education than those with fewer years of education.

Most employed adults (61%) expect to stay at their current job over the next three years. Another 17% expect to change jobs voluntarily.

Most employed adults report they like their job very much (50%) or quite a bit (31%). Few (5%) express little or no liking for their current job, and an additional one in eight (13%) say they like their job "a little bit." Older adults tend to be happier than young adults with their current job. Furthermore, full-time employees are more likely than part-time workers to like their jobs "very much."

About seven in ten of the employed adults report receiving some type of career assistance from their employer. Among all employed adults, 32% report getting training to improve job skills. About one in four get yearly evaluations (23%) or training to help them advance (21%).

Most adults (53%) say they will need more training or education to maintain or increase their earning power. Young adults, eighteen to twenty-five years of age, are

more likely than older adults to feel they will need more training or education. Asked where they would get the training they needed, one in four say from a four-year college (26%). About one in five (19%) would get additional training through courses or programs provided by their employer. Also mentioned are courses at a community college (18%) or business, technical or trade school (15%).

Everyone who ever held a job was asked why they left the last job they held. Approximately six in ten (60%) said they quit their last job.

While most employed adults report little or no conflict between the demands of work and home, 11% say they experience a great deal of conflict. Another 18% say they experience quite a lot of conflict.

Asked about discrimination in the workplace, most employed adults (73%) said they do not believe it exists at their place of work. Slightly less than one in ten (8%) feel both women and minorities are discriminated against. An additional 4% report women, but not minorities, experience discrimination, and 2% say minorities only experience discrimination. Seven percent believe reverse discrimination exists.

Four in ten (38%) employed adults do not believe globalization will affect their job. One in five (18%) believe it will change the way they do their job, as many (18%) say it will cause them to learn new skills. One in five (18%) believe U.S. jobs will be lost.

DETAILED FINDINGS

Need for Help in Past Year in Making Career Plans or in Selecting, Changing or Getting a Job

Q.4: In the past year, did you need help in making career plans or in selecting, changing, or getting a job?

One in ten adults (9%), excluding those who are retired or never in the labor force, reports needing help in the past year in making career plans or in selecting, changing or getting a job. Young adults, particularly those eighteen to twenty-five years of age, are more likely than older adults to report needing help in the job market. In addition, non-Whites are somewhat more likely than Whites to report a need for help in selecting, changing or getting a job.

NEED FOR HELP IN PAST YEAR IN MAKING CAREER PLANS OR IN SELECTING, CHANGING OR GETTING A JOB

(Based on all in labor force)

	Yes %	No %	Total %	NI
TOTAL	9	91	100	(798)
AGE				
18-25 years	16	84	100	(124)
26-40 years	9	91	100	(313)
41-55 years	7	93	100	(254)
56-65 years	3	97	100	(74)
66 years and over	0	100	100	(20)
RACE				
White	8	92	100	(654)
Black	16	84	100	(87)
All others	13	87	100	(46)

Most Likely Sources of Help in Selecting, Changing or Getting a Job

Q.5: Where did you seek help?

Q.6: If you needed help in selecting, changing or getting a job, where would you seek it?

- Relatives*
- Friends/neighbors/associates*
- Career specialist or counselor in private practice*
- Public employment or welfare agency or center*
- Career specialist or counselor in school, college or other learning situation*
- Instructor, teacher, or educational staff other than counselor*
- Human resource or career development specialist or other person at your place of employment*
- A community, business, and/or religious leader*
- Co-worker*
- Newspapers*
- Career site on the Internet*
- Didn't seek help*
- Wouldn't know where to go for help*

Everyone was asked to whom they would go to for help in selecting, changing or getting a job.¹ Most frequently mentioned as sources of help in locating employment are friends or relatives. Other sources mentioned frequently were: a human resources or career development specialist at work (13%), a job placement specialist in private practice (12%), a professional career or school counselor (11%), or a public employment or welfare agency (14%).

Those who needed help in the past year are not very different from those who did not need help.

¹ Those who reported they needed help in the last year were asked who they went to for help.

**MOST LIKELY SOURCES OF HELP IN SELECTING,
CHANGING OR GETTING A JOB**

	NEED JOB HELP		
	Total %	Yes %	No %
FRIENDS/RELATIVES (NET)	35	42	35
Friends/neighbors/associates	30	32	29
Relatives	15	27	14
COUNSELOR (NET)	39	47	38
Human resource or career development specialist or other person at your place of employment	13	21	12
Career specialist or counselor in private practice	12	13	12
Career specialist or counselor in school, college or other learning situation	11	14	10
Public employment or welfare agency or center	14	16	14
OTHER SOURCE (NET)	43	39	43
Instructor, teacher, or educational staff other than counselor	6	9	6
A community, business, and/or religious leader	5	5	5
Co-worker	10	4	10
Newspapers	29	22	30
Career site on the Internet	13	14	13
Someone else	13	13	13
Don't know/Refused	7	0	8
Number of Interviews	(798)	(75)	(723)

Sources Used to Get Information About Jobs or Careers

Q.7: Which of the following sources, if any, have you ever used to get information about jobs or careers?

- A public library*
- A career information center in a high school*
- A career information center in a community college, in a 4-year college or in a university*
- Some other career information center in your community*
- Newspapers/magazines/television*
- A career site on the Internet*
- A publicly-funded job service or job training program*
- A one-stop center run by your state or local government*
- A computer-based career information system (not the Internet) in a school, library, employment service or other location*
- Friends, relatives, associates*

The print media and television (42%) are most often cited as sources of information about jobs and careers. Friends, relatives and associates are also used frequently (35%). About one in six (16%) used a career information center in a college. The public library and the Internet are each used by about one in eight.

It is the younger adult who tends to report using most sources of information; perhaps because younger adults are more likely to find themselves in need of information.

SOURCES USED TO GET INFORMATION ABOUT JOBS OR CAREERS

(Based on ever employed)

	AGE					
	Total %	18-25 %	26-40 %	41-55 %	56-65 %	66+ %
Newspapers/magazines/television	42	50	49	47	26	22
Friends/relatives/associates	35	40	38	37	30	28
A career information center in a community college or in a 4-year college or university	16	18	21	17	11	5
A career site on the Internet	12	23	17	11	2	2
The public library	12	13	15	11	8	10
A career information center in a high school	6	11	7	7	1	3
A public job service or job training program	6	5	4	9	5	5
Some other career information center in your community	6	4	9	6	2	2
A computer based career information system	5	7	4	8	5	4
A one-stop center run by state or local government	4	3	4	4	2	2
Employment agency	2	2	1	1	5	2
Human resource department	1	1	*	1	1	0
None/you have used no sources	15	5	6	10	29	36
Other	2	1	1	3	2	2
Don't know/Refused	3	0	0	0	1	0
Number of Interviews	(1001)	(125)	(318)	(269)	(127)	(136)

*Less than one-half of one percent.

Usefulness of Information About Jobs and Careers

Q.8: What is your opinion about the usefulness of information about jobs and careers?

- Usefulness is adequate as it is
- Usefulness should be improved

Opinion is divided with respect to the usefulness of information about jobs and careers. Somewhat more (47%) report usefulness should be improved than report information is adequate (44%). Younger adults are more likely than others to feel the information they need is adequate.

USEFULNESS OF INFORMATION ABOUT JOBS AND CAREERS

(Based on those who use information)

	AGE					
	All Adults %	18-25 %	26-40 %	41-55 %	56-65 %	66+ %
Adequate	44	45	47	41	44	39
Should be improved	47	54	46	53	43	36
Don't know/Refused	9	2	7	6	13	25
Total	100	100	100	100	100	100
Number of Interviews	(859)	(121)	(299)	(241)	(93)	(86)

Visited Counselor or Other Career Specialist Regarding Career Choices

Q.9: Have you ever visited a counselor or other specialist about possible career choices you might want to consider?

Q.10: Where was the counselor or other career specialist employed?

Q.11: When you visited with the counselor or other career specialist, how helpful was he or she to you in making a career choice - would you say very helpful, somewhat helpful, or not helpful?

One in five adults (21%) report visiting a counselor or other career specialist to learn about possible career choices. Young adults are most likely to seek counseling.

Among adults eighteen to twenty-five years of age, 30% have visited a counselor for career information. Those with more years of formal education are also more likely to see a counselor. Most see a counselor in school, either high school or college.

Asked to evaluate the quality of the help received, a majority reported it was helpful. Approximately a third (36%) of those seeing a counselor said the counselor was very helpful, and 47% said the counselor was somewhat helpful. However, 16% said the counselor was not helpful in making decisions about careers. Women were more likely than men to report counselors were very helpful.

**VISITED COUNSELOR OR OTHER CAREER SPECIALIST
REGARDING CAREER CHOICES**

(Based on ever employed)

	Yes %	No %	DK/RF %	Total %	NI
TOTAL	21	79	*	100	(1001)
AGE					
18-25 years	30	70	0	100	(125)
26-40 years	24	76	*	100	(318)
41-55 years	25	75	0	100	(269)
56-65 years	11	89	*	100	(127)
66 and over	6	93	1	100	(136)
EDUCATION					
Less than H.S.	11	89	0	100	(79)
H.S. Grad.	13	87	0	100	(305)
Voc./Community college	31	69	0	100	(131)
Some 4-year college	26	74	0	100	(141)
College grad.	29	70	1	100	(328)

*Less than one-half of one percent.

WHERE COUNSELOR OR CAREER SPECIALIST WAS EMPLOYED**(Based on all who used counselor/career specialist)**

EMPLOYED AT.....	GENDER			AGE	
	Total %	Male %	Female %	18-40 %	41 or Older %
College/university	30	24	35	32	27
High school	13	13	12	16	9
Community college	11	10	12	10	13
Private practice	11	18	6	10	13
Workforce development program/center	8	11	6	10	7
Vocational/technical school	5	2	7	5	5
Business/industry	7	8	7	3	13
Rehabilitation agency	3	5	1	1	4
Employment agency	3	1	4	3	2
Government	2	2	2	4	0
Military	1	1	1	*	2
Hospital	1	1	1	0	2
Corrections facility	1	1	0	1	0
Other	3	2	4	4	3
Don't know/Refused	1	1	2	1	0
Total	100	100	100	100	100
Number of Interviews	(230)	(91)	(139)	(127)	(97)

*Less than one-half of one percent.

EVALUATION OF COUNSELOR/CAREER SPECIALIST

(Based on all who used counselor/career specialist)

	Very Helpful %	Somewhat Helpful %	Not Helpful %	DK/RF %	Total %	NI
TOTAL	36	47	16	1	100	(230)
GENDER						
Male	30	51	18	1	100	(91)
Female	41	44	14	1	100	(139)
AGE						
18-40 years	31	54	15	0	100	(127)
41 and older	42	41	16	1	100	(97)

Desire for More Information, If Starting Over

Q.12: If you could start over again and plan your career or worklife, would you try to get more information about jobs or career options than you did the first time?

Seven in ten adults (69%) report, if they were starting over, they would try to get more information about the job and career options open to them than they got the first time. Young adults are somewhat more likely than older adults to say they would try to get more information. In addition, those with less than a college degree are more likely than college graduates to say they would try to get more information.

WOULD GET MORE INFORMATION ABOUT JOB AND CAREER OPTIONS IF STARTING OVER

(Based on ever employed)

	Yes %	No %	DK/RF %	Total %	NI
TOTAL	69	29	2	100	(1001)
AGE					
18-25 years	69	28	3	100	(125)
26-40 years	74	25	1	100	(318)
41-55 years	71	28	1	100	(269)
56-65 years	66	31	3	100	(127)
66 and over	57	39	4	100	(136)
EDUCATION					
College grad.	60	38	2	100	(328)
Some 4 year college	71	28	1	100	(141)
Voc./Community college	75	23	2	100	(131)
H.S. grad.	72	27	1	100	(305)
Less than H.S. grad.	75	22	3	100	(79)

Need for More Training or Education

Q.13: Do you think you will need more training or education to maintain or increase your earning power during the next few years?

Q.14: Where do you think you will probably get the kind of training you will need? Would it be from. . .

- Special courses or programs provided by your employer*
- Special courses or programs provided by a professional or trade association*
- Special courses or programs provided by a labor union*
- Adult or continuing education program in public schools*
- Some kind of publicly-supported job training program*
- Business, technical, or trade school*
- Community college*
- 4-year college or university*

A majority of adults (53%) say they will need more training or education to maintain or increase their earning power. Young adults, eighteen to twenty-five years of age, are more likely than older adults to feel they will need more training or education.

**FEEL MORE TRAINING/EDUCATION NEEDED
TO MAINTAIN/INCREASE EARNING POWER DURING NEXT
FEW YEARS**

(Based on ever employed)

	Yes %	No %	DK/RF %	Total %	NI
TOTAL	53	45	2	100	(1001)
AGE					
18-25 years	80	20	0	100	(125)
26-40 years	66	34	*	100	(318)
41-55 years	59	40	1	100	(269)
56-65 years	26	73	1	100	(127)
66 and over	18	78	4	100	(136)
EDUCATION					
Less than H.S.	42	57	1	100	(79)
H.S. grad.	52	47	1	100	(305)
Voc./community college	66	31	3	100	(131)
Some 4-year college	65	34	1	100	(141)
College grad.	48	51	1	100	(328)

*Less than one-half of one percent.

Asked where they would get the training they needed, one in four say from a four-year college (26%). About one in five (19%) would get additional training through courses or programs provided by their employer or a community college (18%). Also mentioned by one in seven are courses at a business or trade school (15%).

PLACE WOULD GET TRAINING

(Based on those who say they will need more training or education to maintain/increase their earning power)

	Total %
4-year college or university	26
Special courses or programs provided by your employer	19
Community college	18
Business, technical, or trade school	15
Adult or continuing education program in public schools	6
Special courses or programs provided by a professional or trade association	9
Some kind of public job training program	2
Special courses or programs provided by a labor union	1
Don't know/Refused	4
Total	100
Number of Interviews	(525)

Employment Outlook Over the Next Three Years

Q.15: Thinking ahead for the next three years, which one of the following best describes what is most likely to happen with regard to your present job?

- Will stay with current employer*
- Will be forced to change jobs because of downsizing, going-out-of-business*
- Will choose to change jobs*
- Will leave the labor force temporarily*
- Will retire and work part-time*
- Will retire, leaving the labor force permanently*

Six in ten employed adults (61%) expect to stay at their current job over the next three years. Another 17% expect to change jobs voluntarily. Few, (3%) expect to lose their jobs, leave the labor force temporarily (3%) or leave the labor force permanently (6%). Workers ages 26 to 55 are more likely than other workers to expect to remain where they are.

EMPLOYMENT OUTLOOK OVER THE NEXT 3 YEARS**(Based on those currently employed)**

	AGE				
	Total %	18-25 %	26-40 %	41-55 %	56+ %
You will stay with your current employer	61	40	67	70	45
You will be forced to change jobs because of downsizing, going out of business, etc.	3	4	4	3	0
You will choose to change jobs	17	40	19	12	5
You will retire/leave the labor force permanently	6	3	1	4	29
You will retire and work part-time	6	3	3	6	18
You will leave the labor force temporarily	3	5	4	2	0
Other	1	2	1	0	0
Don't know/Refused/None	3	3	1	3	3
Total	100	100	100	100	100
Number of Interviews	(659)	(90)	(261)	(220)	(76)

Opinion of Current Job

Q.16: How much do you like the job you now hold?

- Very, don't want to leave it
- Quite a bit - don't know of jobs you could get that are any better
- A little bit - it's better than some other jobs you could have
- Very little, wish you could find a better job somewhere else
- Not at all, would leave if you could?

Most employed adults report they like their job very much (50%) or quite a bit (31%). Few (5%) express little or no liking for their current job, and an additional one in twelve (13%) say they like their job "a little bit." Older adults tend to be happier than young adults with their current job.

OPINION OF CURRENT JOB (Based on those employed)

	Very Much %	Quite a Bit %	A Little Bit %	Very Little %	Not at All %	DK/RF %	Total %	NI
ALL EMPLOYED	50	31	13	3	2	1	100	(659)
AGE								
18-25 years	38	25	26	6	2	3	100	(90)
26-40 years	48	31	16	3	2	*	100	(261)
41-55 years	54	35	6	2	2	1	100	(220)
56 and older	63	26	3	3	3	2	100	(76)
EMPLOYMENT STATUS								
Full-time	52	31	12	3	1	1	100	(568)
Part-time	42	31	15	1	8	3	100	(91)

*Less than one-half of one percent.

Reason for Leaving Last Job

Q.17: Which of the following best describes why you left your previous job?

- You quit because you wanted to*
- Your job was eliminated to you had to leave*
- Your job was moved out of the U.S.*
- Your job was moved to another location in the U.S.*
- Your job was changed by new technology and you didn't have the new skills needed to do it*
- Your employer had to reduce the number of jobs because of slow business*
- You retired*
- You were fired*

Eighty-nine percent of those currently employed held no job prior to their current one. Everyone who held a job previously was asked why they left the last job they held. Six in ten (60%) quit their last job. Few (7%) said their employer reduced jobs due to slow business or reported their job was eliminated (6%).

ALL WHO HELD MORE THAN ONE JOB

Reason For Leaving...	Total %
Quit because wanted to	60
Employer reduced number of jobs because of business slow down	7
Job was eliminated	6
Job was moved to new location	4
Respondent moved	4
Retired	3
Fired	2
Other	12
Don't know/Refused	2
Total	100
Number of Interviews	(586)

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How Chose in Present Job or Career

Q.18: Which of the following helps explain how you chose your present job or career?

- You made a conscious choice and followed a definite plan*
- You took whatever jobs that looked interesting at the time*
- You were influenced by parents and/or other relatives*
- You were influenced by your friends and associates*
- You were influenced by a professional counselor (school, college, or career)*
- You were influenced by a counselor or career specialist placement officer in public service or job training program*
- You took the only job that was available*
- You were fired*

Many employed adults report they got started in their job or career through a conscious choice and plan (41%). Relatives (10%) and friends (18%) are also influencing. Deliberate planning is more characteristic of those with a college education than those with a high school education.

HOW CHOSE PRESENT JOB OR CAREER**(Based on those currently employed)**

	EDUCATION					
	Total %	Coll. Grad. %	Some 4-Year Coll. %	H.S. Grad. %	Voc./Comm. College %	Less than H.S. %
You made a conscious choice and followed a definite plan	41	54	48	34	41	11
You were influenced by your friends and associates	18	12	12	26	17	11
You took whatever job looked interesting at the time	11	9	15	10	10	20
You were influenced by parents and/or other relatives	10	10	9	10	8	22
You were influenced by a professional (school, college, or career) counselor	2	3	1	0	0	0
You took the only job that was available	9	5	8	10	12	17
You were influenced by a counselor or job/career specialist placement officer in public service or job training program	3	2	2	3	5	12
Other	2	2	0	2	2	0
Don't know/Refused/None	4	3	5	5	5	7
Total	100	100	100	100	100	100
Number of Interviews	(659)	(255)	(88)	(182)	(96)	(31)

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Career Assistance Received from Employer

Q.19: What types of career assistance have you received from your employer?

- Yearly evaluations with plans for next year*
- A career-assistance center where you can meet with a counselor, participate in group career activities, or read career information*
- Training programs to help you do your current job better*
- Training programs to help you move up (advance) to a better job*
- Pre-retirement assistance*
- Assistance in resolving problems with your boss, a co-worker*
- Assistance with overcoming discrimination in the workplace*

Most employed adults report obtaining some type of career assistance from their employer. Training programs to better performance on one's current job is most frequently mentioned (32%). Approximately one in five report yearly evaluations and planning (23%) or training to help advance to a better job (21%). One in eight (12%) report pre-retirement assistance, and 10% assistance in resolving problems with others on the job. Career assistance is more common among full-time workers than among part-time workers.

TYPES OF CAREER ASSISTANCE RECEIVED FROM EMPLOYER

(Based on those currently employed)

	EMPLOYMENT		
	Total %	Full-time %	Part-time %
Training programs to help you do your current job better	32	33	23
Yearly evaluations with plans for next year	23	25	11
Training programs to help you move up (advance) to a better job	21	22	17
Pre-retirement assistance	12	13	5
Assistance in resolving problems with your boss, a co-worker, or someone whom you supervise	10	12	0
Assistance with overcoming discrimination in the workplace	6	7	2
Career-assistance center where you can meet with a counselor, participate in group career activities, or read career information	6	6	5
Tuition reimbursement	1	2	0
Other type	4	3	8
None	30	29	39
Don't know/Refused	6	5	6
Number of Interviews	(659)	(568)	(91)

Extent of Conflict Between Work and Home Life

Q.20: To what degree do you experience conflict between the demands of your work and your family or personal relationships - a great deal, quite a lot, not very much, or none at all?

About one in ten employed adults (11%) report a great deal of conflict between the demands of work and their family or personal relationships. Another 18% report "quite a lot" of conflict between work and family or personal relationships. However, most report there is not very much conflict (42%) or no conflict at all (28%). There are no significant differences by gender or age of worker.

DEGREE OF CONFLICT BETWEEN WORK AND HOME LIFE

(Based on those currently employed)

	GENDER			AGE			
	Total %	Male %	Female %	18-25 %	26-40 %	41-55 %	56+ %
Great deal	11	10	13	11	12	11	8
Quite a lot	18	19	17	18	22	16	10
Not very much	42	43	40	42	46	43	29
None at all	28	27	29	26	20	29	50
Don't know/Refused	1	1	1	3	0	1	3
Total	100	100	100	100	100	100	100
Number of Interviews	(659)	(313)	(346)	(90)	(261)	(220)	(76)

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Perception of Discrimination in the Workplace

Q.21: Some women and members of minority groups state that job discrimination prevents them from getting ahead. Which one of the following situations best represents what you see on your own job?

- There is no discrimination - all workers are treated the same*
- Minorities are discriminated against, but not women*
- Women are discriminated against, but not minorities*
- Both minorities and women are discriminated against*
- There is reverse discrimination - that is, women and/or minorities are being given preference*

Most employed adults (73%) do not believe discrimination exists in their workplace. Slightly less than one in ten (8%) feel both women and minorities are discriminated against. An additional 4% report women are discriminated against, but not minorities and 2% say minorities but not women experience discrimination in their place of work. Seven percent believe there is reverse discrimination, i.e., women and/or minorities are being given preference in the workplace.

Women are more likely than men to report discrimination against women in the workplace. Black workers, and other minorities, are more likely than White workers to report discrimination. However, even among minorities most believe discrimination does not exist in their place of work.

PERCEPTION OF DISCRIMINATION IN THE WORKPLACE

(Based on those currently employed)

	GENDER				RACE		All Others %
	Total %	Total %	Male %	Female %	White %	Black %	
There is no discrimination - all workers are treated the same	73	73	76	71	77	57	66
Minorities are discriminated against, but not women	2	2	2	1	2	3	9
Women are discriminated against, but not minorities	4	4	2	7	4	3	6
Both minorities and women are discriminated against	8	8	6	10	5	25	13
There is reverse discrimination - that is, women and/or minorities are being given preference	7	7	10	5	7	5	6
Don't know/Refused	6	6	4	6	5	7	0
Total	100	100	100	100	100	100	100
Number of Interviews	(659)	(659)	(313)	(346)	(548)	(63)	(37)

Effect of Globalization

Q.22: There has been discussion in the media of the "globalization of the American economy." What do you believe will be the effects of globalization?

- Don't believe that it will affect your job*
- Think it will change the way we do our jobs*
- It will result in fewer jobs in the USA - they will go to other countries*
- It will cause you to be retrained*
- It will cause you to have to learn new skills*

Asked the effect of globalization the most typical answer is it will not affect their job (38%). About one in five (18%) say it will change the way they do their job, and as many (18%) say it will cause them to learn new skills. Another one in five (18%) believe it will result in fewer jobs in the U.S. There is little difference in opinion by occupation.

EFFECTS OF GLOBALIZATION
(Based on those currently employed)

	OCCUPATION			
	Total %	Prof./ Business %	Clerical/ Sales %	Blue Collar %
Don't believe it will affect your job	38	39	38	38
Think it will change the way we do our jobs	18	26	10	14
Cause you to learn new skills	18	13	29	18
Fewer jobs in U.S.	18	21	16	16
Cause re-training	7	6	8	6
Increase jobs/other positive outcomes	1	1	0	1
Other	2	2	2	2
Don't know/Refused/None	10	7	12	13
Number of Interviews	(659)	(221)	(100)	(171)

Limitations Due to Impairment

Q.23: Are your paid work activities limited in any way because of any impairment or health problems?

Approximately one employed adult in twenty (4%) report their work activities are limited in some way because of an impairment or health problem. Employed adults age twenty-five or younger are less likely to report any limitation on their work activities. In addition, part-time employees are more likely than full-time workers to say there is some limitation their work activity due to an impairment or health problem.

IMPAIRMENTS OR HEALTH PROBLEMS LIMIT WORK ACTIVITIES

	Yes %	No %	DK/RF %	Total %	NI
TOTAL	4	95	1	100	(659)
AGE					
18-25	1	96	3	100	(90)
26-40	5	95	*	100	(261)
41-55	5	95	0	100	(220)
56-65	5	95	0	100	(60)
65 and over	4	87	9	100	(16)
EMPLOYEMENT					
Full-time	4	96	*	100	(568)
Part-time	9	87	4	100	(91)

*Less than one-half of one percent.

TECHNICAL APPENDIX

Characteristics of the Sample All Adults

EMPLOYMENT STATUS

Employed full-time, at least 35 hours per week	57
Employed part-time, less than 35 hours per week	9
Not employed, cannot find work	3
Not employed by own choice	9
Not employed outside home (homemaker, etc.)	2
Retired	19
No answer	1
TOTAL	100
Number of Interviews	(1003)

RECEIVE PAYCHECK FROM...

Place of work	93
Somewhere else, e.g. temp agency	6
No answer	1
TOTAL	100
Number of Interviews	(659)

OCCUPATION (All employed or in labor force)

Professional	20
Skilled trade	12
Clerical or office work	11
Laborer	7
Service worker	6
Semi-skilled worker	5
Manager, executive or official	5
Sales worker	3
Outside sales	3
Business owner	1
Undesignated	27
TOTAL	100
Number of Interviews	(687)

FIRST JOB (All currently employed)

Yes	10
No	89
No answer	1
TOTAL	100
Number of Interviews	(659)

GENDER

Male	47
Female	53
TOTAL	100
Number of Interviews	(1003)

AGE

18-25	12
26-40	33
41-55	26
56-65	12
Over 65	14
Refused	3
TOTAL	<u>100</u>
Number of Interviews	(1003)
MEAN	44.8
MEDIAN	42

EDUCATION (All adults)

Less than H.S. grad.	13
H.S. graduate	33
Post H.S. vocational training less than 2 years	3
Community college or 2 years post-secondary vocational school graduate	10
Some 4-year college	15
4-year college grad.	14
Post graduate	11
Refused	1
TOTAL	<u>100</u>
Number of Interviews	(1003)

RACE (All adults)

White	83
African-American/Black	11
All other	4
Refused	2
TOTAL	<u>100</u>
Number of Interviews	(1003)

Sampling Tolerances

In interpreting survey results, it should be borne in mind that all sample surveys are subject to sampling error, that is, the extent to which the results may differ from what would be obtained if the whole population had been interviewed. The size of such sampling errors depends largely on the number of interviews.

The following tables may be used in estimating the sampling error of any percentage in this report. The computed allowances have taken into account the effect of the sample design upon sampling error. They may be interpreted as indicating the range (plus or minus the figure shown) within which the results of repeated samplings in the same time period could be expected to vary, 95 percent of the time, assuming the same sampling procedures, the same interviewers, and the same questionnaire.

The first table shows how much allowance should be made for the sampling error of a percentage:

Recommended Allowance for Sampling Error of a Percentage							
		In Percentage Points (at 95 in 100 confidence level)*					
		Sample Size					
		1000	800	500	300	200	100
Percentages Near	10	2	2	3	4	4	6
Percentages Near	20	3	3	4	5	6	8
Percentages Near	30	3	3	4	6	7	10
Percentages Near	40	3	4	5	6	7	10
Percentages Near	50	3	4	5	6	7	11
Percentages Near	60	3	4 *	5	6	7	10
Percentages Near	70	3	3	4	6	7	10
Percentages Near	80	3	3	4	5	6	8
Percentages Near	90	2	2	3	4	4	6

*The chances are 95 in 100 that the sampling error is not larger than the figures shown.

The table would be used in the following manner: Let us say a reported percentage is 33 for a group which includes 1000 respondents. Then we go to row "percentages near 30" in the table and go across to the column headed "1000". The number at this point is 3, which means that the 33 percent obtained in the sample is subject to a sampling error of plus or minus 3 points. Another way of saying it is that very probably (95 chances of 100) the true figure would be somewhere between 30 and 36, with the most likely figure the 33 obtained.

In comparing survey results in two samples, such as, for example, men and women, the question arises as to how large a difference between them must be before one can be reasonably sure that it reflects a real difference. In the tables below, the number of points which must be allowed for in such comparisons is indicated.

Two tables are provided. One is for percentages near 20 or 80; the other for percentages near 50. For percentages in between, the error to be allowed for is between those shown in the two tables.

Recommended Allowance for Sampling
Error of the Difference
In Percentage Points
(at 95 in 100 confidence level)*

TABLE A Size of Sample	Percentages near 20 or percentages near 80					
	1000	800	500	300	200	100
1000	4					
800	4	4				
500	5	5	5			
300	6	6	6	7		
200	7	7	7	8	8	
100	9	9	9	10	10	12

TABLE B Size of Sample	Percentages near 50					
	1000	800	500	300	200	100
1000	5					
800	5	5				
500	6	6	7			
300	7	7	8	9		
200	8	8	9	10	11	
100	11	11	12	12	13	15

*The chances are 95 in 100 that the sampling error is not larger than the figures shown.

THE QUESTIONS

DETAILED TABULATIONS